

LEOFF 2 BENEFITS SURVEY 2010

Survey conducted by staff of the
Research Services Division of the
Department of Commerce

Survey process

- Collect data about benefits for LEOFF 2 employees at 471 city, county and state agencies.
- Data collected
 - availability of deferred compensation to employees,
 - whether employers contribute or match contributions
 - participation rates
 - program vendor
 - medical benefit provider

Other data

- Other data collected include:
 - union contract length
 - contract renewal dates
 - what options for receiving benefits in retirement are available.
- A contact database was also updated for future use.

Findings

- 95% of jurisdictions employing police or deputies (police) offer a DC program.
- 91% of all jurisdictions employing fire fighters (FF) offer a DC program.
- There is a strong correlation between employee participation in DC and employer matching.

Findings

- 25% of cities do not have LEOFF 2 police.
 - Most contract with their sheriff, a few use contracts with nearby municipalities for service.
- 65% of cities do not have LEOFF 2 FF;
 - many have volunteer departments, or contract with a local fire district or nearby municipality.

Findings

- The state DRS is the most available DC program, offered in 64 % of jurisdictions with DC programs
- AWC insurance program provides medical benefits to the most jurisdictions, followed by WFCA
- The majority of union contracts are for three years, followed by two years.
- Contract renewals are spread evenly over all years; there is no pattern to the renewal cycle.

Findings

- LEOFF 2 employees can usually self-pay for medical benefits in retirement
 - continuing in the benefit group that had been provided by the employer.
 - Usually too expensive
- Only 3 jurisdictions continue to pay benefits for LEOFF 2 employees in retirement

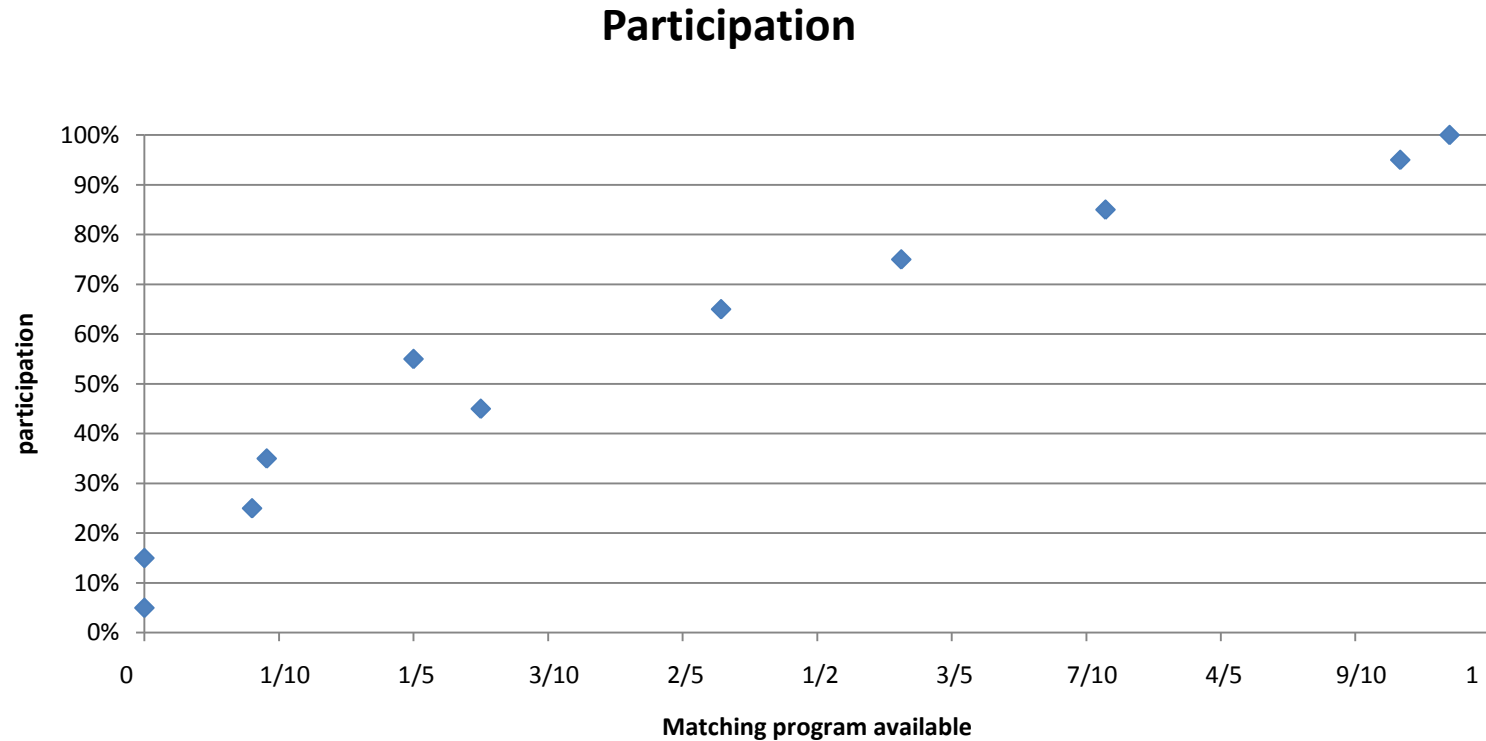
Deferred comp offered

Total all with DCP	329	% using
DRS	211	64.1%
ICMA	80	24.3%
Nationwide	58	17.6%
ING	34	10.3%
Hartford	32	9.7%
NACO	20	6.1%
Local bank etc	15	4.6%
Great West	13	4.0%
FTJ	11	3.3%
Aetna	5	1.5%
Valick	4	1.2%
Self insured	2	0.6%

Participation rate

Participation rate	Number of Programs	With match	No match
100%	71	63	8
90-100%	30	28	2
80-90%	14	10	4
70-80%	16	9	7
60-70%	14	6	8
50-60%	25	5	20
40-50%	20	5	15
30-40%	22	2	20
20-30%	25	2	24
10-20%	38	0	38
0-10%	43	0	43
Unknown	11		

Matching increases participation



Benefits offered

Providers	Offered in Jurisdictions	% using
Assoc. Wash Cities (AWC)	133	38.6%
WFCA	82	23.8%
Teamsters or local union	36	10.4%
Group Health	19	5.5%
Self insured	18	5.2%
PEBB (Washington State)	15	4.3%
Premiera/Providence/Regen ts Blue Cross	14	4.1%
Kaiser	12	3.5%
WCIF	11	3.2%
LEOFF Health Trust	10	2.9%
KPS	7	2.0%
UBET	6	1.7%
Aetna	3	0.9%

Contract length

Contract length	No. of contracts
6 years	3
5 years	3
4 years	9
3 years	179
2 years	57
1 year	6
Expired	4
No contract/union	68